

NOTICE OF CHANGE IN PROPOSED REGULATION

Date: March 9, 2011

REGULATION TITLE:

Employment of Related Persons

REGULATION NO.:

1.009

SUMMARY OF CHANGES: The University of Florida, in response to comments received concerning the amendments to the above regulation, has changed the last phrase proposed in paragraph (3) from “a person having the same legal residence as the Supervisory Employee” to “a person living in the same household as the Supervisory Employee.”

THE FULL TEXT OF THE PROPOSED REGULATION IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

6C1-1.009 Employment of Relatives.

(1) Employment of a Supervisory Employee and a Related Person in a single organizational unit or in job-related organizational units, where such employment involves a conflict of interest, actual or potential, is prohibited except when approved under the provisions of this regulation.

(2) A "Supervisory Employee" is a University of Florida employee or public officer who ~~such as where the employee has or could have direct or indirect administrative, evaluative, or decision-making authority over the Related Person or where the whose decisions or actions of such employee may affect the evaluation or compensation of, or other University decisions or actions concerning, a Related Person, such other person, is discouraged, except where the employment of a related person becomes necessary due to a shortage of qualified personnel. No such related person shall be employed unless his or her employment shall have been~~

(32) Relatives or A "Related Persons" means an individuals who is ~~are related to the Supervisory Employee, the Supervisory Employee's spouse, or the Supervisory Employee's domestic partner as father, mother, son, daughter, grandson, granddaughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, domestic partner, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepgrandson, stepgraddaughter, stepbrother, stepsister, half brother, or half sister; or the child or stepchild, parent, brother or half brother, sister or half sister of a domestic partner, or a person living in the same household as the Supervisory Employee.~~

(4) The employment of a Related Person and/or a Supervisory Employee must be specifically ~~individually~~ approved in writing by the Dean of the college in which the Related Person ~~individual~~ is to be employed and the Provost, or, for non-academic units, the Director of the unit and the Vice President for Human Resource Services. Conditions may be imposed on such employment. If the the prospective employee Related Person is a relative of the Dean or Director, the Provost or Vice President for Human Resource Services, as applicable, must approve the employment and any conditions placed on the employment. Requests for approval should be submitted through the appropriate administrative channels prior to the offer of employment to the Related Person or Supervisory Employee or prior to the time that a current University of Florida employee will become a Related Person or Supervisory

Employee under this regulation. ~~A person employed under this policy will have the same rights and privileges as any other University employee.~~

Specific Authority: BOG Regulation 1.001, ~~Resolution dated January 7, 2003~~

History--New 3-26-80, Formerly 6C1-7.40, Amended 3-6-85, Formerly 6C1-1.09, Amended 5-22-01, 3-30-07, Formerly 6C1-1.009, Amended _____.